

Local Pay for Performance Plan for Student Achievement Awards
Richfield School District #316, 2013-2014

This plan is for the Richfield 4th, 5th, and 6th grade classroom teachers, Title 1, Special Education, School Counselor, K-12 Physical Education Teacher, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. Reading benchmark test results	1. 70% (of kids) at a 70% on test	.5 share (avg. of tests 1-3)& .5 share (tests 4-6)
	2. 65% (of kids) at a 70% on test	.4 share (avg. of tests 1-3)& .4 share (tests 4-6)
	3. 60% (of kids) at a 70% on test	.3 share (avg. of tests 1-3)& .3 share (tests 4-6)
	4. 55% (of kids) at a 70% on test	.2 share (avg. of tests 1-3)& .2 share (tests 4-6)
	5. 50% (of kids) at a 70% on test	.1 share (avg. of tests 1-3)& .1 share (tests 4-6)
2. Math Chapter tests, and placement assessments	1. Develop a Common Core Standards based report card to be used this school year.	.2 share
	2. 100% of students are given the placement exam at the beginning of the year, and the placement exam for the end of the year.	.2 share

The Title 1 will receive .3 of a share of the total 4-6 grade earnings.
The Special Education will will receive .3 of the 4-6 grade total earnings.
The K-12 counselor will receive .3 of the 4-6 grade total earnings.
The K-12 Physical Education Teacher will receive .3 of the total grade 4-6 earnings.
The K-12 Principal will receive .3 of the 4-6 grade total earnings.
All building level classified employees will receive .3 of the 4-6 grade total earnings.

This plan is for the Kindergarten at Richfield Elementary, Title-1, Special Education, K-12 Physical Education Teacher, School Counselor, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. Winter and Spring IRI Letter Sound Fluency with the students scoring a 3.	1. 65% on Winter IRI	1. 77% on Spring IRI	.6 share
	2. 63% on Winter IRI	2. 75% on Spring IRI	.4 share
	3. 61% on Winter IRI	3. 73% on Spring IRI	.3 share
	4. 59% on Winter IRI	4. 71% on Spring IRI	.2 share
	5. 54% on Winter IRI	5. 66% on Spring IRI	.1 share

The Title 1 will receive .3 of the K-3 grade total earnings.
The Special Education will receive .3 of the K-3 grade total earnings.
The K-12 Physical Education Teacher will receive a .3 of the K-3 grade total earnings.
The K-12 counselor will receive .3 of the K-3 grade total earnings.
The K-12 Principal will receive .3 of the K-3 grade total earnings.
All building level classified employees will receive .3 of the K-3 grade total earnings.

This plan is for the First Grade at Richfield Elementary ,Title-1, K-12 Counselor, K-12 Physical Education Teacher, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. Winter and Spring IRI Score of 3 on WPM fluency rate.	1. 73% on Winter IRI	1. 75% on Spring IRI	.6 share
	2. 71% on Winter IRI	2. 73% on Spring IRI	.4 share
	3. 69% on Winter IRI	3. 71% on Spring IRI	.3 share
	4. 67% on Winter IRI	4. 69% on Spring IRI	.2 share
	5. 62% on Winter IRI	5. 64% on Spring IRI	.1 share

The Title 1 will receive .3 of the K-3 grade total earnings.
The Special Education will receive .3 of the K-3 grade total earnings.
The K-12 Physical Education Teacher will receive a .3 of the K-3 grade total earnings.
The K-12 counselor will receive .3 of the K-3 grade total earnings.
The K-12 Principal will receive .3 of the K-3 grade total earnings.
All building level classified employees will receive .3 of the K-3 grade total earnings.

This plan is for the Second Grade at Richfield Elementary, Title-1, Special Education,K-12 Counselor, K-12 Physical Education Teacher, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code

<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. Winter and Spring IRI Score of 3 on WPM fluency rate.	1. 55% on Winter IRI	1. 63% on Spring IRI	.6 share
	2. 53% on Winter IRI	2. 61% on Spring IRI	.4 share
	3. 51% on Winter IRI	3. 59% on Spring IRI	.3 share
	4. 49% on Winter IRI	4. 57% on Spring IRI	.2 share
	5. 44% on Winter IRI	5. 52% on Spring IRI	.1 share

The Title 1 will receive .3 of the K-3 grade total earnings.
The Special Education will receive .3 of the K-3 grade total earnings.
The K-12 Physical Education Teacher will receive a .3 of the K-3 grade total earnings.
The K-12 counselor will receive .3 of the K-3 grade total earnings.
The K-12 Principal will receive .3 of the K-3 grade total earnings.
All building level classified employees will receive .3 of the K-3 grade total earnings.

This plan is for the Third Grade at Richfield Elementary, Title 1, Special Education, K-12 Counselor, K-12 Physical Education Teacher, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code			
<u>Measure</u>	<u>Benchmark/Goal</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. Winter and Spring IRI Score of 3 on WPM fluency rate.	1. 65% on Winter IRI	1. 75% on Spring IRI	.6 share
	2. 63% on Winter IRI	2. 73% on Spring IRI	.4 share
	3. 61% on Winter IRI	3. 71% on Spring IRI	.3 share
	4. 59% on Winter IRI	4. 69% on Spring IRI	.2 share
	5. 54% on Winter IRI	5. 64% on Spring IRI	.1 share

The Title 1 will receive .3 of the K-3 grade total earnings.
The Special Education will receive .3 of the K-3 grade total earnings.
The K-12 Physical Education Teacher will receive a .3 of the K-3 grade total earnings.
The K-12 counselor will receive .3 of the K-3 grade total earnings.
The K-12 Principal will receive .3 of the K-3 grade total earnings.
All building level classified employees will receive .3 of the K-3 grade total earnings.

This plan is for the Vocational Agriculture, Science, and Mathematics departments at Richfield High School as well as the Special Education, Title-1, Counselor, K-12 Physical Education Teacher, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code		
<u>Measures</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. 1st Semester: Give EOC in 100% of Classes. Common Core Standards-Must have 65% of students (or greater) achieve a passing score (70% or greater) on ALL EOC's	33% (2 Classes) of EOC must be aligned to Common Core Standards	.6
Give EOC in 100% of Classes. Common Core Standards-Must have 65% of students (or greater) achieve a passing score (65% or greater) on ALL EOC's	16% (1 Class) of EOC must be aligned to Common Core Standards	.5
Give EOC in 100% of Classes. Less than 65% of students achieve passing score on (60% or greater) ALL EOC's	16.6% of EOC aligned to Common Core Standards	.4
Give EOC in 100% of Classes. Greater than 65% of students achieve pass score on ALL EOC's	No EOC's aligned to Common Core Standards	.2

<u>Measures</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
1. 2nd Semester: Give EOC in 100% of Classes. Common Core Standards aligned EOC's must be in a 2 different curricular areas than Semester 1. Must have 65% of students (or greater) achieve a passing score (70% or greater) on ALL EOC's	33% (2 Classes) of EOC must be aligned to Common Core Standards	.6
Give EOC in 100% of Classes. Common Core Standards aligned EOC's must be in a 2 different curricular areas than Semester 1. Must have 65% of students (or greater) achieve a passing score (65% or greater) on ALL EOC's	16% (1 Class) of EOC must be aligned to Common Core Standards	.5
Give EOC in 100% of Classes. Common Core Standards aligned EOC's is in a different curricular areas than Semester 1. Must have 65% of students (or greater) achieve a passing score (60% or greater) on ALL EOC's	16.6% of EOC aligned to Common Core Standards	.4
Give EOC in 100% of Classes. Greater than 65% of students achieve pass score on ALL EOC's	No EOC's aligned to Common Core Standards	.2

The Special Education position will receive .3 of this groups local shares.
The K-12 Physical Education Teacher will receive .3 of this group's local shares.
The Counselor position will receive .3 of this group's local shares.
The Title-1 position will receive .3 of this group's local shares.
The K-12 Principal will receive .3 of this group's local shares.
All building level classified employees will receive .3 of this group's local shares.
Each contributing teacher will receive the mean of all local shares earned in this group.

This plan is for the English, History, Physical Education, and Business/Technology departments at Richfield High School as well as the Special Education, Title-1, Counselor postitions, School Principal and all building level classified employees.

Local Student Achievement Measures and Goals from Section 33-1004I(2)(b), Idaho Code			
	<u>Measures</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
	<u>1. 1st Semester:</u> Give EOC in 100% of Classes. Must have 65% of students (or greater) achieve a passing score (60% or greater) on ALL EOC's	33% (2 Classes) of EOC must be aligned to Common Core Standards	.6
	Give EOC in 100% of Classes. Less than 65% of students achieve passing score on ALL EOC's	16.6% aligned to Common Core Standards	.4
	Give EOC in 100% of Classes. Greater that 65% of students achieve passing score on all EOC's	No EOC's aligned to Common Core Standards	.2
	<u>Measures</u>	<u>Benchmark/Goal</u>	<u>Local Share Award</u>
	<u>1. 2nd Semester:</u> Give EOC in 100% of Classes. Common Core Standards aligned EOC's must be in a 2 different curricular areas than Semester 1. Must have 65% of students (or greater) achieve a passing score (60% or greater) on ALL EOC's	33% (2 Classes) of EOC must be aligned to Common Core Standards	.6
	Give EOC in 100% of Classes. Common Core Standards aligned EOC's is in a different curricular areas than Semester 1. Must have 65% of students (or greater) achieve a passing score (60% or greater) on ALL EOC's	16.6% of EOC aligned to Common Core Standards	.4
	Give EOC in 100% of Classes. Greater that 65% of students achieve passing score on all EOC's	No EOC's aligned to Common Core Standards	.2
The Special Education position will receive .3 of this group's local shares. The Counselor position will receive .3 of this group's local shares. The K-12 Physical Education Teacher will receive 0.20 of this groups local shares and .020 will be based on individually meeting the goals described above. The Title-1 position will receive .3 of this group's local shares. The K-12 Principal will receive .3 of this group's local shares. All building level classified employees will receive .3 of this group's local shares. Each contributing teacher will receive 0.75 on individual performance and 0.25 based on team performance.			

Employees may qualify for more than one full share however the maximum that will be paid to any individual will only be equal to one full share.

Request to Use Student Achievement Award Measure Not Listed in Idaho Code

Describe How Success Will be Measured

Describe How This is an Objective Measurement of Student Success

What is the Research Basis of This Proposal as a Measure of Student Success?